

A Publication of Lakehead Constructors Inc.

SPRING 2022



Look to Lakehead



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Founded in 1916 by Roland Buck, a civil engineer, Lakehead Constructors has played a significant role in providing construction services to building and maintaining the area's key industries that drive our economy and support our communities. Over our 100-plus year history, we have built some of northern Minnesota and Wisconsin's major industrial facilities, unique commercial projects, critical transportation infrastructure and many historical restorations. Our legacy and sustained success is due to the philosophy of our founding fathers — "Do good work, be responsible, act with integrity and take care of the community and people who work for you."

Mission Statement

The mission of Lakehead Constructors is to provide innovative, reliable and high-quality services to clients throughout the Upper Midwest. We treat our clients honestly and provide services that represent an excellent value. We fulfill our mission by developing highly trained and loyal employees who work as a team to anticipate, identify and respond to clients' needs.

Vision Statement

Lakehead Constructors' vision is to be the contractor of choice for our clients. Our exceptional employees allow us to partner with clients to continually identify ways to improve existing services and to build on Lakehead's experience and quality innovation to adapt our expertise.

Markets We Serve

- Industrial and Manufacturing
- Institutional and Commercial
- Mining and Steel Industries
- Oil and Gas
- Power Generation
- Railroad
- Water/Wastewater

Services We Provide

- Boiler Repair
- Bridge and Tunnel Construction
- Concrete Construction
- Concrete Restoration
- Construction Management
- Crane Service
- Design Build
- Emergency Repairs
- Equipment Alignment
- Equipment Installation
- Equipment Maintenance
- Equipment Rental
- General Construction
- Heavy Rigging
- Hydro Excavation
- Industrial Piping
- Kiln Construction and Servicing
- Mechanical Services
- Millwright Services
- Pile Driving
- Plant Maintenance
- Plant Shutdowns and Outages
- Precipitator Erection
- Preconstruction Services
- Pre-Engineered Metal Buildings
- Refractory Services
- Secondary Containment Liners
- Shoring and Underpinning
- Site Work and Preparation
- Specialized Coatings
- Specialized Grouting
- Steel Erection
- Vacuum Truck

Safe Production – ZERO Injury

- Record production with lack of injuries
- Good housekeeping and orderly work areas
- Well-maintained equipment, proper training and procedures
- Looking out for and correcting each other
- Safe conditions, safe behavior

Client Focus

- Listening to the client
- Being responsive and on time
- Meeting quality expectations
- Helping the client succeed
- Take action on feedback

Advocacy for Our Clients and Industry

- Supporting sensible industrial projects
- Workforce development — careers in construction
- Economic development in community and region

Bias for Action and Client Value

- Getting things done and done right
- Elimination of waste and inefficiency
- Breakthroughs in productivity and technology
- Plan the work — work the plan

Trust, Respect and Open Communication

- Open access to information
- Delegation to the appropriate level
- Tolerant of failure in pursuit of business success
- Encouraging the acceptance of different opinions

Group/Individual Accountability

- Behaving in line with our core values
- Being responsible for our actions
- Providing plans/standards/expectations
- Holding yourself and/or the group to a high standard of performance
- Gender and racial diversity
- Walk the talk

Integrity

- Doing what you say you're going to do
- No hidden agendas
- Doing the right thing
- Being truthful
- Being credible

Teamwork

- Actively involve others in decision-making
- Know when to take a leadership role and when to be an active member
- Recognize the value of teamwork and the synergy it creates

Recognize and Reward Achievement

- Celebrating successes
- Stress training and development
- An effective appraisal of performance
- Giving a simple thank-you

Environmental Stewardship

- Going beyond compliance
- Anticipating and addressing potential impacts before they occur
- Operating to conserve the environment for future generations

These core values are important to our future. Everyone will be judged on his or her support of and commitment to them.



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Building Our People

Here's a thought-provoking question: "Where do you want to be next year?" Us at Lakehead Constructors pondered this just over a year ago as we continue to sustain, grow and re-energize this great company. I credit all our employees, vendors and especially our clients for being a part of the answer I wish to share with you. In 2021, we saw vaccinations help us return to another "new normal" as we came out of a global pandemic, an economy that came roaring back and then, over the course of last spring and summer, several of our long-tenured office staff retire. Over the past several months, we had more than 10 new employees start. We were very fortunate to bring on some talented employees who quickly assimilated to their roles. As much as we focused in 2019 on building our new offices, in 2021-22 we were, and continue to be, focused on building our people.

This past year, we rolled out our new employee newsletter, *Lakehead Connected*, to

provide quarterly updates on company initiatives, projects, community, employee and client events, training and new employee features to make everyone feel "connected." I am quite pleased with our employees' camaraderie, community outreach, curiosity to grow professionally and to challenge each other to innovate. Some examples include healthy banter and a potluck lunch before the Packers-Vikings game, our female employees being active in the local chapter of the National Association of Women in Construction, and supporting Courage Kenny at Giant's Ridge so children and young adults with disabilities can ski down the hill. Last fall after a two-year break, we brought back our quarterly supervisor meeting where we shared a company update, communicated key initiatives and had a featured speaker talk about mental health.

During our January 2022 State of the Company Address, I announced some organizational

promotions and two major company initiatives. Part of having several long-tenured employees retire is a having a solid succession and transition plan. Lakehead Constructors has a standard within our industry to have professionals lead and represent our company to our employees, our community, our associations and clients. These organizational changes recognize several of our dedicated employees, their commitment to Lakehead Constructors, and vision to lead us and our many new employees into the future. As of January 1, 2022, the following changes took effect:

- Brian Hubbard, Executive Vice President – Operations & Construction
- Kirk Ilanda, Vice President – Business Development
- Cory Schmidt, Vice President – Resources
- Scott Barrett, Senior Construction Manager – Oil & Gas
- Bradley Jones, Chief Estimator
- Nick Renollet, Safety Director



Wayne's retirement party June 2, 2021



Zach Skelton at Packer-Viking lunch



Women in Construction Week Rock Ridge High School Tour



Lakehead racecar 2021



Courage Kenny at Giant's Ridge



Supervisor meeting

In addition, several employees took on expanded roles in 2021 to support our transition through many of the recent retirements:

- Jeremy Uncini, Senior Construction Manager – Mining
- Randy Babiracki, Field Resource Manager
- Tony Peterson, Manager Support Services
- Kerry Pylka, Senior Estimator – Manager Municipal Construction
- Dave Lislegard, Business Relations

In 2022, we officially kicked off two major company initiatives to sustain our growth and improve our service offerings to several important clients.

First, we have made several strategic hires and invested in new facilities, and equipment to enhance our oil and gas group's pipeline services. Second, we have officially expanded our geography to the Upper Peninsula of Michigan to service our mining, pipeline, rail and industrial clients. Unofficially recognized around the office as "Operation Wildcat," our expansion to the area includes landing a major capital project with Cleveland Cliffs' Tilden Mine, opening a satellite office in Marquette and hiring regional project talent.

With so much opportunity and our employees' commitment to each other, our clients and these initiatives, I am very optimistic about 2022 and

Lakehead's future. I hope you enjoy reading this year's magazine and I truly appreciate all your support in the success of Lakehead Constructors. "Where do you want to be next year?" May we all continue to grow, meet great new people, have safe projects and have another great year!

Best regards,

Brian Maki
Chairman, President and CEO

I am very grateful for the new Lakehead employees who joined us in 2020 and 2021 and appreciate the hard work they put in to taking care of our valued clients, vendors, engineers and "friends of Lakehead."

- Andrew Johnson, Project Manager
- Ashley Nelson, Assistant Controller
- Brian Hardin, Project Controls
- Brian Waters, Superintendent
- Brian Wedlund, Project Manager
- Dallas Williams, Project Engineer
- Fritz Williams, Superintendent

- Grace Tuominen, Contract Administrator
- Jason Johnson, Project Manager
- Joshua Hough, Project Engineer
- Len Albrecht, Sr. Project Manager
- Mandi Anderson, Billing Specialist
- Matthew Belleville, Project Assistant
- Michael Tribbett, Superintendent

- Nancy Erkkila, Administrative Assistant
- Nate Kunkel, Warehouse Associate
- Patrick Chmielewski, ASME Quality Manager
- Rick Lajoie, Superintendent
- Scott Barrett, Sr. Project Manager

LAKEHEAD CONSTRUCTORS QA/QC DEPARTMENT

by Charlie Cleaver, Corporate Quality Manager

A very large part of work for our utility client Minnesota Power involves the application of specific welding procedures and the inspection of completed welds for pressure piping, tubing, vessels and boilers.

In 2021, Lakehead Constructors went through and passed our ASME/NBIC (American Society of Mechanical Engineers/National Board Inspection Code) Joint Review Audit. This audit, which occurs every three years, is for the renewal of three certifications that the company holds. These certifications are for the assembly of power boilers, the fabrication and assembly of pressure piping, and repairs and alterations to the previously mentioned pressure equipment. Patrick Chmielewski, Lakehead's pressure equipment QC manager,

maintains and oversees these certifications to ensure code compliance.

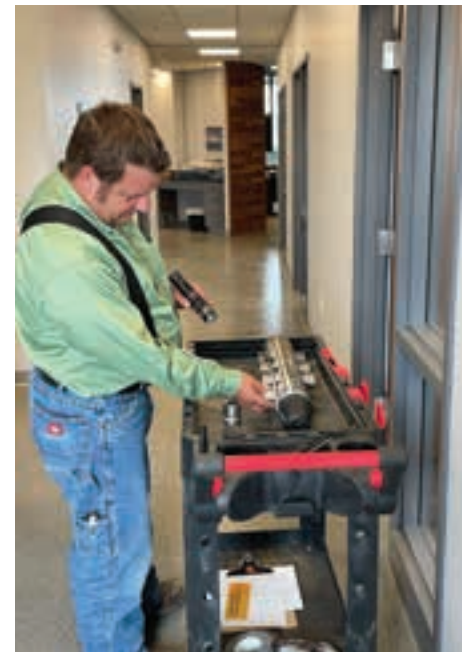
At each audit, Lakehead is responsible for the fabrication of a demonstration vessel, and this year's exercise essentially served as a mock job for our processes and procedures to be audited against. The auditors, who are often boiler and pressure vessel inspectors themselves, review and audit several items as related to the fabricated demonstration vessel. At a minimum, this includes hydrotesting, welding, design calculations, inspection

and other testing, purchasing, and material receiving and traceability.

The below photo shows Patrick performing visual inspection of completed welds on the demonstration vessel prior to the audit. The vessel was fabricated in our Superior shop, utilizing the GTAW and SMAW welding processes.

Some of Our Major QA/QC Department Accomplishments in 2021

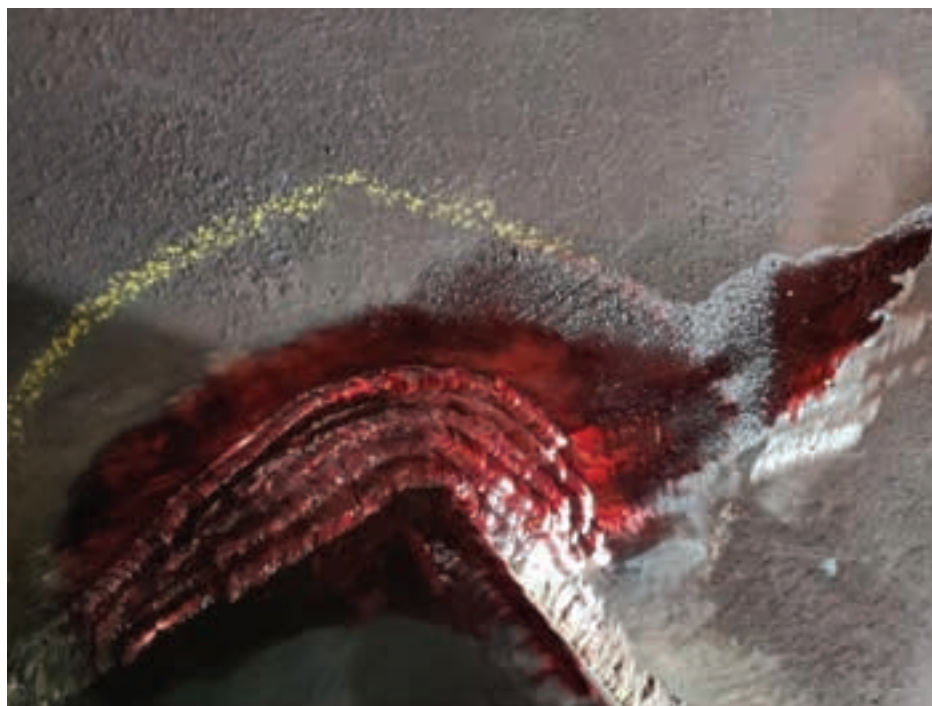
- Entered the Boilermaker Common Arc program to bolster ASME/code repair



LEFT: This photo shows welds and subsequent base-metal that have undergone magnetic particle testing ("MT") and found to be acceptable. MIDDLE: This photo shows inspections about to be performed on the open end of the feed water pump on Minnesota Power's BEC Unit #4 as located on the turbine deck. The work performed included weld metal build-up and overlay of the pump housing outlet nozzle.

services in direct support of anticipated needs, such as those at Minnesota Power. This program is designed to test and verify the skills of boilermaker welders and keep their welder continuity logs current. Further, we've expanded our welder qualification testing program and can test welders off-site or on-site.

- Lakehead Constructors has a current list of more than 200 individuals who hold welding certifications that could be applicable to our utility and industrial maintenance or capital work.
- Since 2020, Lakehead Constructors has run a total of 21 welding procedure qualification tests (commonly referred to as PQRs), and another two are planned to be welded out soon. With the success of these tests, we have been able to implement and develop 30 welding procedure specifications (WPSs), which provide us the ability to weld, as approved by code, a number of materials utilizing a wide array of welding processes, filler metals and other process-specific variables. Welding process include SMAW, GTAW, GMAW and FCAW.
- We completed our 11th ISO 9001 annual Surveillance Audit. We received an unconditional approval for recertification and no deficiencies were found.
- In June 2021, we completed Boswell Unit #4 outage. This was Lakehead Constructors' largest ever code job and was comprised of approximately 4,500 code governed welds/repairs.
- In October 2021, we completed Boswell Unit #3 outage, which comprised of approximately 3,500 code governed welds/repairs.
- We developed and received approval



In-process dye penetrant testing: The red substance shown is known as "penetrant," and it's sprayed onto a test material where it is allowed to sit for a period of time before being cleaned off. If there are any surface defects that allow the penetrant to soak in, they will become apparent during the next phase of testing, which is where a "developer" is applied. Developer, a white, foamy substance, will wick any residual dye (such as that from inside a crack) from the base material and bring it to the surface. When the red penetrant dye bleeds through the white developer, it is very easy to detect the location of a defect.

for use and implementation of both dye penetrant and magnetic particle inspection procedures/practices to supplement our visual inspection practices. These processes are carried out on base materials, welds and pressure equipment but have also been a service we've offered customers for inspections of their own equipment in an effort to secure the work needed for repair.

In October 2021

- Successfully renewed "R" (Repairs) stamp after completion of a triennial

audit by the National Board of Pressure Vessel Inspectors.

- Successfully renewed "PP" (Pressure Piping) certificate after completion of a triennial audit by a third party on behalf of the American Society of Mechanical Engineers. Recommendation was unconditional.
- Successfully renewed "A" (Power Boiler Assembly) certificate after completion of a triennial audit by a third party on behalf of the American Society of Mechanical Engineers. Recommendation was unconditional.



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AMERICAN FLAG DEDICATION HELD MAY 27, 2021

by Kirk Ilenda, VP of Business Development

There's a new signature monument at the foot of the Bong Bridge in Superior, Wisconsin. At Lakehead Constructors' office sits a new 120-foot-tall flagpole flying a 30-foot-by-50-foot American flag. A flag first appeared just before the Fourth of July holiday in 2020 when Steve Levine, shop manager, was certifying our American 100-ton crawler crane and decided it would be a nice patriotic gesture to fly our American flag. With much positive feedback from the community and people driving by, it was left up for several months until some high winter winds in February 2021 forced us to lower the crane boom. At that time, Brian Maki, president and CEO, made the decision to put up a much larger, more permanent flagpole in honor of our servicemen and women. Cory Schmidt, purchasing manager, sourced the new flagpole and flag and oversaw the special project. After the foundation was poured, Steve and Guy Clemmer, retired mechanic, set the flagpole. On a very gusty May 27, 2021, we held our official flag ceremony and dedication, which included a program, flag raising and a barbecue. The event was well-attended by employees, local customers, friends of Lakehead, our hometown Richard I. Bong American Legion Post 435 to help with the ceremony and two special guests, Brad Bennett, a Vietnam War veteran, and David Wheat, a U.S. combat pilot, Vietnam War veteran and prisoner of war survivor. Throughout the summer — and to this day — we continue to receive an outpouring of thanks and appreciation from local citizens who commute over the bridge and travelers passing by. We continue to receive phone calls, emails and heartfelt letters thanking us for our pride in the community, patriotism, and showing respect and gratitude for our U.S. service members.



MINNESOTA POWER BOSWELL ENERGY CENTER

by Len Albrect, Sr. Project Manager, and Mike Tribbett, Superintendent

Minnesota Power and Lakehead Constructors have an established relationship at Boswell Energy Center (BEC) in Cohasset, Minnesota, that spans more than 60 years. Our long history with building and maintaining the units at Boswell go back to the late 1950s and early 1960s when Units #1 and #2 were built. Over the decades we have provided day-to-day contractor on-site maintenance, supported annual unit outages and tie-ins, and provided construction services on small capital projects all the way up to setting up the largest crane ever on-site and managing the Unit #3 retrofit in 2008-09. On the 2014-15 Unit #4 environmental upgrade project, Minnesota Power turned to Lakehead Constructors to provide general conditions services support for the two-year project period. At the direction of Minnesota Power, Lakehead provided services to support the overall project and other contractors. Work for the general site services included: various general conditions, scaffolding, stormwater prevention plan support (silt fence maintenance), dewatering, road sweeping, snow removal, salting of walks, temporary shelter construction, contractor parking lot development and maintenance, laydown area development, re-routing of some underground utilities, potholing, millwrighting services to provide preventative maintenance and rotate equipment when stored, and some shipping and receiving.

Fast forward to 2020 and 2021. While the world was again adapting to the latest “new norm,” Lakehead continued to safely provide our

scope of services, including COVID-19 cleaning and disinfecting for the plant. During this time, Lakehead Constructors, in addition to our regular services, had assumed the boilermaker and pipefitter scopes of work for Minnesota Power’s Boswell Energy Center. As a longtime contractor for Minnesota Power exited the business market, Lakehead Constructors was able to bring on board its resident boilermaker superintendent, several key tradespeople and regional QA/QC expert. Having worked side by side with Lakehead Constructors for several years on unit outages, the new employees quickly came together and began planning for a very large 2021 outage and subsequent capital projects. Lakehead Constructors was awarded the \$6.5 million Spring 2021 Unit #4 Outage. We were on-site for 10 weeks and completed more than 60,000 trade-hours. Our scope of services included project management and self-performing trades: boilermakers, pipefitters, scaffolding, laborers and operators. A high-level scope of work included:

- Work on the BEC Unit #4 auxiliaries
- Install scaffolding in support of work
- Repair economizer outlet duct, expansion joints
- Support boiler inspections
- Boiler part replacements – economizer hangers
- Reheater inspections



- Superheat inspection, sandblasting and repairs on platen pendants
- Polisher tube bundle replacement
- Cooling Tower Water Capital Project
- NID System – baghouse bag replacement
- Burner replacement and turbine maintenance

As of late 2021 and early 2022, we are working on two capital projects to support environmental compliance at Boswell Energy Center on both Unit #3 and Unit #4.

Unit #3 was originally installed in 1973 and has a nominal rating of 350 MW. In order to comply with Minnesota's Mercury Emissions Reduction Act of 2006 and the federal emissions-reduction requirements, Unit #3 was upgraded with several pollution control technologies. The wet-flue-gas-desulfurization (WFGD) system comprises part of the pollution-control strategy. WFDG systems control SO₂ emissions through a chemical process that combines the acid gases created in the combustion process with a sorbent of aqueous finely ground limestone. The sorbent is sprayed into the rising flue gas in the WFGD vessel. The spent sorbent chemically transforms into gypsum.

Currently, the gypsum is removed from the WFGD vessel periodically and is dewatered at the plant's ash pond; however, the dewatering practice has come under further scrutiny. Minnesota Power plans to replace the ash-pond-dewatering method with a fully enclosed system. The dry gypsum at approximately 20 percent moisture will be either disposed of in the plant's landfill or potentially sold. The dewatering process will be located within the existing WFGD building. A new solids-conveying system at BEC will move material from the gypsum belt dryer to one of two temporary storage bays in a new gypsum loadout building, either into the back of a dump truck or onto the floor in the event of an emergency. After putting in new foundations for the Gypsum Dewatering project, we began construction on this project in November of 2021. Mechanical scope of work includes installation of WesTech dewatering system, gypsum cake conveyors, water lines, filtrate, compressed air, slurry piping and sump pump. Structural work includes construction of a new loadout building, addition to ID Fan Building, and a new elevated corridor to the loadout building. The project is expected to take 13,700 trade-hours.

The other project, the \$12 million Dry Bottom Ash project, involves converting Minnesota Power's Units #3 and #4 to dry ash and eliminating the current wet ash process. The project involves several plant modifications to the plants' back-end, new concrete for ash conveying system and new conveyors. After the concrete footings were poured fall 2021, the structural steel started to be erected on the bunker building in January, the conveyors were delivered in February and were erected through March. Inside Units #3 and #4, modifications were made to the current ash handling systems so that new conveyors could exit buildings and tied in during the April-May outages of both units; Unit #4 was in April and Unit #3 was in May. The spring 2022 outage will be 30,000 trade-hours and the Dry Bottom Ash project will be more than 60,000 trade-hours.



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Pipeline Services and Fabrication Services

Lakehead Constructors has a long history in the oil and gas sector. Our history goes back to the late 1950s when we were a part of building the then Lake Superior Refinery (currently Cenovus Energy's Superior Refinery) and later in the 1960s being a part of building the Lakehead Pipeline System's Superior Terminal and multiple pumping stations in Minnesota and Wisconsin.

In recent history, Lakehead Constructors has been active in maintaining and modernizing the many oil and gas pipelines that flow through Superior, Wisconsin. Clients include Enbridge Energy, Northern Natural Gas, TC Energy, Plains Midstream and Magellan.

Maintaining America's energy independence is of great importance to our country, as is upgrading, modernizing and maintaining the integrity of these pipelines. In 2021, Lakehead Constructors set a course to grow and enhance our pipeline service offerings. Over the past year, we've augmented our pipeline team, added new facilities and introduced new equipment to serve this sector.

In addition to our current staff of pipeline-experienced project managers, supervision, safety, QA/QC and specialty tradespeople, we have brought on board several new, local experts with significant oil and gas experience. New staff includes Scott Barrett, senior construction manager – oil and gas, to lead the pipeline services group; Brian Wedland, project manager; Jason Johnson, fabrication shop manager; and Rick Lajoie, painting superintendent, to help us with his experience and knowledge of coating and blasting at the refinery and Enbridge.

Lakehead Constructors works on various pipeline sites including compressor and pumping stations, valve sites, metering stations, terminals, tank farms and maintenance buildings. Construction services include:

Facility Construction Sites and Services

- Exhaust installations
- Fencing and gates
- PIG launchers and receivers
- Pipe supports
- Sitework – mechanical and hydrovac excavation
- Piling and helical anchors
- Concrete footings, foundations, piers, supports
- Structural steel erection – platforms, stairs, guardrails

Pipeline Maintenance Services

- Anomaly investigation and segment repair
- Cathodic protection – anode bed installation, rectifier installation, repairs
- Sleeve installation
- Environmental remediation
- Facility dismantle and demolition
- Hydrostatic testing



- Hydrovac excavation
- Integrity digs
- Line lowering and depth of cover restoration
- Mechanical excavation
- Pipe cut-outs
- Pipe Integrity wrap and coating
- Above- and below-grade pipe re-coating
- PIG launcher and receiver support
- Right-of-way clearing and restoration
- Valve maintenance and change outs
- Vegetation control, brush clearing
- Timber mat placement for access
- Snow removal
- Crane support and heavy rigging
- Tank services – sandblasting, coating

Coating, Painting and Blasting Services

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- Rectifier rack and J-box rack fabrication
- Rectifier installations
- CAD welding and pin brazing
- Test station and coupon installation

To support our pipeline and other industrial clients, Lakehead Constructors has opened up a new fabrication shop in Esko, Minnesota, just 15 minutes from our Superior, Wisconsin, headquarters. The climate-controlled 14,000-square-foot fabrication shop includes a 5-ton bridge crane, welding stations, paint booth, parts warehouse, office and 5-acre laydown yard. The fab shop is capable of handling large/small bore pipe fabrication, pipe racks, equipment skids and structural support steel. Jason Johnson manages the fabrication shop, and we use Local 11 – pipefitters.

We offer a wide range of pipe fabrication services working with carbon steel, stainless steel, nickel alloy and aluminum pipe.

We can efficiently produce fabrication complete with quality control documentation adhering to applicable codes, national standards and client specifications.

We can also provide hydrostatic testing and documentation on-site, as well as protective coating capabilities.

Traditionally, many oil and gas transmission projects are fabricated on-site, where it will be installed. However, Lakehead Constructors now offers a reliable and feasible alternative to this traditional mindset by executing portions of the fabrication in our fabrication facility and then shipping to the work site in large pipe spools that can be easily fitted together and installed. This shop fabrication offers many significant advantages that are not possible with field fabrication. Important advantages of shop fabrication for industrial piping include:

No Weather Delays

Fabrication is not impacted by weather conditions that normally shut down field activities allowing for continuous work on your projects.

Improved Quality

The shop-controlled environment offers stable resources and provides craftsmen the reliable working conditions that pay great dividends in the form of improved efficiency, quality and consistency.

ENERGY INDEPENDENCE

20%

of U.S. imports of oil flow from Canada through Superior, Wisconsin, every day.

Lower Costs

Because productivity and reliability are so greatly enhanced with shop fabrication compared to field fabrication, the result is lower overall costs. Not only can cost per unit be lower, but a larger quantity of piping can be produced in the same amount of time, further reducing costs and improving the production timeline in the process.

Safety

The rigorous testing and overall controllability of the work environment can lead to improved safety for shop fabricated piping. The complete fabrication process itself is much safer in a controlled environment, thereby leading to fewer work-related accidents.

Our group's goals align well with our core values of Safety, Quality, Service and Innovation. Our plans for 2022 include further expansion into gas and oil transmission projects with established companies seeking a safety and quality mindset toward fabrication.





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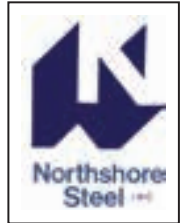
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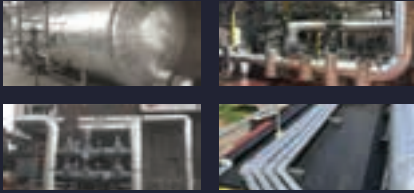
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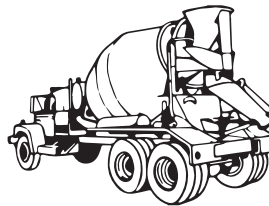
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Careers in Construction

by Randy Babiracki, Field Resources Manager

Workforce shortage, lack of skilled tradespeople, not enough high school students are going into the trades — by now, we all know about one of the biggest problems facing all construction companies. How do we find the required craft tradespeople to take over for those who are retiring, and how do we handle a growing demand for construction projects and maintenance?



Lakehead Constructors, as northeastern Minnesota and northwestern Wisconsin's largest self-performing industrial trade contractor, is active in working with our local community high schools and union building trades to help educate students, guidance counselors, students and the community in general about the different trade career paths out there. Lakehead Constructors has developed a one-hour presentation to share with students all about the really cool job sites we work at, the types of trades, apprenticeship opportunities in the trades, how apprenticeships work, the real expectations of showing up on time, having reliable transportation and how to make a good living as an adult.

Just in the past few months several Lakehead employees have had the chance to present to area high school students and even take some on a tour. At Virginia High School in Minnesota, Randy Babiracki, our field resources manager, got the chance to share with the students of his alma mater how he got into construction and what careers are available at Lakehead. At Superior High School in Wisconsin, Kirk Ilenda, VP of business development, and Rhannon Klein, field engineer, met with some career exploration classes as a Superior business and got to share with the students all about our

"Careers in Construction" at Lakehead Constructors. In our presentations, topics cover all the union trades, training, wages, benefits, retirement age and working conditions. We also dive into the professional office positions from project management and estimating to accounting and IT. The students also appreciate learning about all the new technology; mobile phone apps, 3D modeling/scanning, our robotic paint/sandblaster and virtual reality.

Much better than going into the classrooms is when we can bring the students to a job site or even a tour of our office and warehouses to see some equipment. In March 2022, newly formed Rock Ridge High School of Virginia and Eveleth, Minnesota, which uses a career academy approach, brought their construction class to Lakehead Constructors' Aurora, Minnesota, office. Teacher Greg Foster brought in 20 students to meet with Lakehead Constructors' staff of Randy Babiracki, Aaron Nelson, project manager, and Ken Gileck, mechanic. The students were able to view some good photos of our project sites and go into the shop area to sit in our excavators and see some tools.

In addition to meeting with high school students, Lakehead Constructors attends college career fairs and looks for interns to support our project teams — hopefully becoming tomorrow's employees.





Operation Wildcat

by Kirk Ilenda, VP of Business Development

“When you work for Lakehead Constructors, there’s certain geographies and communities that resonate. If you’ve ever been to parts of Michigan’s Upper Peninsula (U.P.), driving through the small towns with rich mining history, several cities with paper mills and industrial plants, to the scenic Lake Superior waterfront in Marquette complete with ore docks, it just feels like a place we might call home,” said Kirk Ilenda, Lakehead Constructors’ VP of business development.

Planning has been in the works over the past year and a half to grow Lakehead’s business in a geography where we can succeed. The U.P. is just that place. We have several current clients with operations in the area and many prospective clients within our current service markets. Our strategic initiative was appropriately called “Operation Wildcat” after the mascot for Northern Michigan University. Our preliminary market research identified several areas of focus and opportunities in

and around Marquette. Late 2021, we bid on and were successful in landing a large capital project at the Tilden Mine in Ishpeming, Michigan. The HPGR Circuit project started on January 10 and will run through 2022. The Tilden Mine, owned by Cleveland-Cliffs, employs 920 people and produced 7 million tons of iron ore pellets in 2021.

Our strategic initiative is to establish a presence in this geography, set up an office in the Marquette area and hire local employees with a

love of the area, regional construction experience and a desire to grow something great. In 2022, we will get to meet many new people and businesses, work with many of our current client base in this geography, and establish our culture and commitment to safety, quality, service and innovation. We look forward to calling the U.P. one of our communities, adjusting to the Eastern Time Zone and working hard to make sure Operation Wildcat succeeds.

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